

Planned Individual and Collective Action Items

Chancellor's Office

1. Administrative training
2. Extension of Strategic Hiring Initiative
3. Providing Career Development (i.e., leadership training) opportunities
4. Bringing a nationally recognized Diversity and Inclusion author to campus for a presentation and discussion
5. Increase scholarships for underrepresented students
6. Review and address pay equity issues relating to race
7. Increasing the diversity of our SIUE committees
8. Changing the approach of "We have always done it that way" wherever encountered
9. Exit interviews for departing employees

Academic Affairs

1. Purchase institutional membership to the National Center for Faculty Development and Diversity and use it as the starting place to establish a more formalized mentorship (navigating P&T) and leadership development program for Black and other faculty of color. **Completed.**
2. Student Evaluation of Teaching - Research continues to show that teaching evaluations are subject to students' biases. We acknowledge this in our policy in the preamble to section III. With Faculty Senate and under existing policy for Continuous Review of the SET, we will form a committee to analyze data from SETs to assess their validity across groups. Perhaps the committee can also consider multi-modal" assessments of teaching. **Committee formed.**
3. Anti-Racism and broader training for equity for P&T and search committees. Ad-hoc committee with Faculty Senate and working collaboratively with the Faculty Association; Review of requirements for tenure and promotion (making evidenced faculty support for diversity, equity and inclusion part of the evaluation criteria in teaching, research, and service); Making the tenure and promotion process and hiring process more equitable (re: addressing implicit bias).

July 2020

4. Start with required anti-racism training for Deans and Provost's Senior Staff (**training conducted, August 2020 with NCCJ St. Louis**) and move toward required anti-racism training for everyone in Academic Affairs (all units, all positions).
5. Establish a committee to explore the feasibility and impact of developing a Black Studies (or Racial Justice related) major and department. Support current faculty with developing a feasibility study, proposal, etc. The proposal would need to ensure the development of a comprehensive curriculum, programming and growth (**Committee formed; feasibility study due to the Office of the Provost, April 2021**). Related to this--we support the broad-based integration of anti-bias/anti-racism education throughout the curriculum (general education and majors).
6. Partnerships with HBCUs. Consider a potential partnership with the UNCF/Mellon Program to establish SIUE as a locale for faculty participating in their residency program. Work with Deans to develop partnerships with HBCUs to recruit students our graduate programs including the School of Pharmacy and the School of Dental Medicine. **The School of Nursing has met with Rosalind Gregory Bass (Director of the Health Careers Program) at Spelman College about a partnership. There are also plans to develop an interdisciplinary summer research experience that would include students from HBCUs and SIUE.**
7. Complete, vet, and use Equity Scorecards/dashboards as an accountability tool to monitor our progress in key areas (enrollment, retention and graduation; faculty and staff recruitment/hiring, retention and promotion).
8. Develop an infrastructure within Academic Affairs to support and sustain efforts to address racism and inequity. Work with deans to create unit-level, even if part-time, positions to ensure that the goals of the University's Diversity and Inclusion Strategic Plan and the proposed actions of the Anti-Racism Task Force are implemented and assessed within each unit.
9. Continue to move forward with Equity Advisors for all search committees within Academic Affairs. Equity advisors serve as non-voting, external members of search committees. They undergo extensive and ongoing training to support them in developing the critical self-awareness needed to engage in equity work, and to gain knowledge about best practices in effective recruitment and hiring, legal issues, and inequity in higher education. Equity advisors support search committees with implementing and carrying out inclusive recruitment and hiring strategies throughout the entirety of the search process. **Equity Advisors have been assigned to all faculty searches occurring during AY 2020-2021.**
10. Develop and use diversity statements as part of all applications for positions in Academic Affairs to indicate candidates' prior commitment to DEI and plans for continuing that commitment, if hired. (If there are civil service, union, etc. restrictions apply, we will adhere to those requirements.) **(7) faculty searches have required that diversity statements be included as part of the application package.**

Foundation

1. **Set up a foundation Anti-Racism Task Force to address the unique issues that we have to face in fundraising**
2. **Alumni Association created an Antiracism Task Force**
3. **Antiracism Social Justice proposal completed – DoD’s to share with donors**
4. Send Antiracism Social Justice proposal to the Foundation BOT
5. Promote and fundraise for the Social Justice Scholarship. **Planning an Online social media awareness and fundraising campaign to launch in September for the ARSJ Scholarship**
6. **Completed Foundation team anti-racism training (NCCJ)**
7. Reading *White Fragility* and having weekly dialogues based on the study guide that comes with the book...*White Fragility* Book Club for the Foundation begins 7/30.
8. Create a 2-year plan to make Foundation Board more diverse.
Met with the Leadership Teams of both the Foundation Board and Alumni Association to begin creating 2-year plans for more diversity on boards
9. Pledge to interact with more diverse people in East St. Louis or other areas.
10. Focus and accomplish goals that follow our commitment to anti-racism (to be determined).
11. **Create an anti-racism pledge for all Advancement staff.**
12. Create an anti-racism platform on our social media.
Planning an online social media awareness and fundraising campaign to launch in September for the ARSJ Scholarship (draft form)
13. Get involved politically (on our own time, with our own equipment) to let legislators know we stand against anti-racism.
14. Participate more fully in campus activities related to this effort.
15. Engage our alumni in these events and in dialogue.
16. **Finished Reading *The Color of Law***

Student Affairs

1. **Expand responsibilities of the Director of Counseling Services to support Diversity and Inclusion efforts with the Division of Student Affairs.**
2. Implement the goals and initiatives of the Division D&I committee and Institution Diversity Strategic Plan
3. Develop plan for Sustained Dialogue Expansion for all new students
4. Incorporate Diversity and Inclusion Initiatives into Program Review Process Training for all division professional and student staff in areas of anti-racism, implicit bias, and cultural competence

Administration

1. Incorporate antiracism elements into EEP process
2. Search process revision to include working with SUCSS to change the residency requirement and developing "Interviewing Tips 101" modules
3. With the Chancellor: Build an Exit Interview template and incorporate specific questions related to racism
4. Examine all HR policies, procedures, and CBA's to identify problematic areas in the context of racism
5. Work with Civil Service intake and testing unit to concentrate on Intern opportunities and flexibility regarding "related degrees/fields"
6. Pursue training for diversity fairness in mediation and negotiation
7. Develop a Racial Justice Statement to be included in all vendor certifications
8. Recommit to a 20% goal of all vendor contracts going to BEP firms
30% for construction
9. Add statements of expectations to all direct reports Performance Evaluations
10. All command staff at the Police Department and all HR employees complete DiversityEdu

Athletics

1. Develop a department group focused on discussions and work related to anti-racism and social justice. The group will include administrators, staff, student-athletes and campus partners.
2. Engage with the East St. Louis Center on events, projects or other initiatives.
3. Facilitate book readings and other personal development to learn about anti-racism, white privilege, and other related topics.
4. Review policies, procedures and decision-making processes for implicit bias within the department.
5. Tim Hall is one of 18 Division I ADs to participate in the Collegiate Coach Diversity Pledge.
6. Katie Zingg will serve on OVC Social Justice Working Group.
7. Provide department wide anti-racism/diversity/inclusion training.
8. Create a formal reporting process for discriminatory behavior.
9. Through the Student-Athlete Advisory Committee, create brave spaces for student-athlete discussions and listening (i.e., Black Athlete Sister Circle).
10. Engage in the community to encourage/support sport participation for young athletes of color.

Current Area Needs: East St. Louis Center

1. Redemption- The staff in East St. Louis are still judged and treated based on issues from the past, assumed and real. A common phrase around the University in referring to ESLC, "it's a mess down there."
2. Education- Many on campus still do not know about the work of the SIUE campus. They don't know how it contributes to the work on Edwardsville campus. There is a thought that Edwardsville funds the programs in East St. Louis, which yields negative connotations. This may help people to stop calling us crooks.
2. Engagement- Edwardsville programs do not actively engage programs. Now some will engage in programs with the area, if not include East St. Louis Campus.